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Does your E&C program need a road trip?

By Jim Byrne

If this article caught your eye, you obviously understand the importance of staying connected and continually enhancing your ethics and compliance (E&C) programs. But perhaps there is more you can do to broaden your engagement footprint.

The U.S. Department of Justice’s (DOJ) guidance emphasizes that effective E&C programs are well communicated and understood by “employees in practice.” This means building and leveraging partnerships to engage with employees.

That is where our “road trip” begins. Let’s explore some internal business events or communication campaigns that can help your organization increase the footprint of its compliance efforts.

Human resources and diversity

Your human resources (HR) and global diversity and inclusion departments should be the first stop on your agenda. These teams have similar missions regarding ethics and integrity and are close allies in helping your organization avoid noncompliance. Organizations often host diversity and inclusion awareness events; you could volunteer to help. Consider setting up a table with trinkets that emphasize your organizational values. Collaborate with HR to host a lunch and learn, table talk, or virtual presentation about how ethics and diversity complement each other.

Business resource groups and employee networks

Consider supporting business resource groups or other employee networks formed around diversity dimensions, such as women’s networks, cultural and ethnic groups, or even military veterans. Be a voice at their meetings and remind members how they are uniquely positioned to be champions of ethics and integrity. Encourage resource group employees to attend E&C events, as well. Volunteer for diversity events to help broaden the understanding of your company’s values and business goals and how these objectives contribute to a culture of integrity within your organization.

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